QUALIFICATIONS:

Organization management and administration; statewide policy and program development; budgeting; human resources; legislation; business process re-engineering; contract management and oversight; development and implementation of statewide technology system; training; labor relations; operations; fines/fees assessment and consultant/advisor to states on victim restitution.

EXPERIENCE CHRONOLOGY:

Regional Administrative Director

Judicial Council, Administrative Office of the Courts March 2, 2006 to Present

- Represent the Judicial Council and the AOC in various meetings on a statewide basis.
- Build partnerships and facilitate communication between the AOC and the courts.
- Serve as liaison, clearinghouse, advocate, consultant, and service provider to the trial courts in implementing policies, directives and statewide initiatives of the Judicial Council and AOC. This requires, at a minimum, a high level understanding of all activities at the AOC including facilities, budget, technology, education, legal and family/children services.
- Partner with the trial courts to improve access to AOC services.
- Assist in resolving issues at the local and statewide levels in a prompt and thorough manner between the trial courts and the AOC and its' divisions.
- Maintain and improve communication with the trial and appellate courts through all mediums including periodic site visits.
- Develop and implement business process re-engineering program for courts.
- Provide daily supervision for all AOC staff assigned to or stationed at the regional offices.
- As Project Director for the Phoenix Program, develop and implement a unified, statewide employment and financial system for all trial courts for all aspects of trial court administrative functions. Responsibilities include the ability to gain and maintain the confidence of all 58 trial courts, ensure appropriate customer service in the shared service center, identify functional needs of the trial courts and ensure the system meets those needs, develop collaborative relationship with system integrator and periodically provide updated information to the State Department of Finance and Legislature.

Court Executive Officer//Assistant Executive Officer

Sacramento Superior Court

August 15, 2001 to March 1, 2006//May 7, 2001 to August 14, 2001

 Develop, communicate and implement organizational goals, values and policies for nonjudicial activities.

- Responsible for all aspects of court operations including budgeting, accounting, human resources, payroll, labor negotiations, facilities, court reporters, interpreters, development of policies and procedures impacting all aspects of court operations, court security, etc.
- Provides information and recommendations to the Presiding Judge, Executive Committee
 and judicial officers regarding court policies, procedures and program planning, as well as
 development and evaluation.
- Oversight over the development and continued modification of the court's strategic plan.
- Implementation and oversight of comprehensive business process re-engineering program for all court operations.
- Collaboration with the AOC, county agencies, state agencies and Legislature.
- Participate in various statewide committees, working groups and task forces.

Manager//Analyst, Budget and Legislative Advocacy

Office of Governmental Affairs, Judicial Council January 2, 2001 to May 4, 2001//May 2, 2000 to December 31, 2000

- Management of all staff performing the legislative and budget advocacy activities on behalf
 of the Supreme Court, Court of Appeals, Trial Courts and Administrative Office of the
 Courts. This includes oversight of all legislation impacting the Judicial Branch i.e., analysis,
 testimony, negotiations, meetings with Members, lobbyists, interested parties, etc.
 Responsibility also includes active participation in all budget-related activities.
- Liaison with the Department of Finance, Legislative Analyst's Office and the Legislature on all budget issues on behalf of the Judicial Branch.
- Project manager over all aspects of California's Trial Court Funding including budgets, legislation and implementation of laws in the Supreme Court, Court of Appeals, and trial courts.
- Represent the Judicial Council before the legislative and executive branches of state government, local government and others to ensure external constituent and customers' issues are addressed in a professional and timely manner.
- Represent the Judicial Council on various statewide Task Forces and working groups regarding issues such as court security, court interpreter, court reporter and court facilities. Develop and present recommendations to the Council based on task force discussions and conclusions.
- Responsible for assisting with or handling media calls pertaining to the Judicial Council budget and trial court issues.

Deputy Executive Director (CEA II/SSM II)

State Board of Control, Revenue Recovery and Compliance Division May 9, 1991 through May 1, 2000

 Served as a key member of the Executive Director's strategic planning and executive management team and was the principal advisor to the Director on restitution issues which directly impacted the department's ability to carry out its mission.

- Coordinated development and implementation of a statewide program to provide funding via contracts for restitution positions within each District Attorney's Office. This included development of performance measures to evaluate cost-effectiveness of contracts.
- Formulated critical program and policy decisions, and developed strategies for dealing with political and publicly sensitive issues that affect restitution statewide.
- Responsible for working with a diverse group of individuals (i.e., judges, district attorney's, probation staff, victims, etc.) to build consensus on various victim service/restitution issues with statewide impact.
- Extensive outreach and education program with California's Presiding Judges, District Attorney's, Chief Probation Officers, Court Administrators, and professional organizations within the criminal justice system.
- Nationally recognized consultant to the U. S. Department of Justice on victim service and restitution issues and advisor to several states in the same capacity.

ADDITIONAL EXPERIENCE:

Prior to the management experience, the following additional experience was gained at the State Board of Control:

- Responsible for formation, development, and implementation of departmental budget of approximately 400 positions at state/local level and \$120 million.
- Departmental liaison with the Legislative Analyst and Department of Finance.
- As the Personnel Officer, consulted with, advised and made recommendations to upper management on personnel policies and procedures.
- As the Labor-Relations Officer, assisted management in resolving sensitive employeeemployer related issues.
- Preparation of correspondence for Governor's signature.

EDUCATION AND TRAINING/RECOGNITION:

Bachelor of Science Degree in Business Administration with a concentration in Human Resource Management - California State University, Sacramento (12/81)

Graduate, Class of 1999, California Leadership Institute Graduate, Class of 1998, Leadership California

Chief Justice's Distinguished Service Award recipient 2004/05

2006 Recognition Champion Award recipient from the National Association for Employee Recognition

Several Outstanding Service Awards throughout career including Sustained Superior Accomplishment Awards